

HOUSE BILL REPORT

HB 3193

As Reported by House Committee On: Ways & Means

Title: An act relating to adjusting salary bonuses associated with the national board for professional teaching standards.

Brief Description: Adjusting salary bonuses associated with the national board for professional teaching standards.

Sponsors: Representatives Sullivan and Linville.

Brief History:

Committee Activity:

Ways & Means: 3/8/10, 3/9/10 [DP].

Brief Summary of Bill

- Reduces the bonus for National Board for Professional Teaching Standards (National Board) certified teachers teaching in high poverty schools from \$5,000 to \$2,500 during the 2010-11 school year.
- Requires persons receiving the National Board bonus to be in "instructional assignments" in a Washington public school.
- Revises statutory definition of a "high poverty school" to conform with language currently used in the operating budget; this results in no change to current practice.

HOUSE COMMITTEE ON WAYS & MEANS

Majority Report: Do pass. Signed by 13 members: Representatives Linville, Chair; Ericks, Vice Chair; Sullivan, Vice Chair; Cody, Darneille, Haigh, Hunt, Hunter, Kagi, Kenney, Kessler, Pettigrew and Seaquist.

Minority Report: Do not pass. Signed by 9 members: Representatives Alexander, Ranking Minority Member; Bailey, Assistant Ranking Minority Member; Dammeier, Assistant Ranking Minority Member; Chandler, Conway, Hinkle, Priest, Ross and Schmick.

This analysis was prepared by non-partisan legislative staff for the use of legislative members in their deliberations. This analysis is not a part of the legislation nor does it constitute a statement of legislative intent.

Staff: Ben Rarick (786-7349).

Background:

The National Board for Professional Teaching Standards (NBPTS or National Board) is an independent, nonprofit, and nonpartisan organization founded in 1987 to create a system of advanced certification for teachers based on high standards. National Board Certification is a voluntary assessment program designed to identify, recognize, and reward accomplished teachers who meet high and rigorous standards based on what teachers should know and be able to do.

By the end of the 2010-11 school year, the Office of Superintendent of Public Instruction estimates that over 5,000 Washington teachers will have achieved certification from the NBPTS. The 2009-11 base operating budget includes approximately \$65 million for the NBPTS bonus program. Some of the provisions regarding the bonus program are in statute; others appear in budget provisos.

Summary of Bill:

The bonus for National Board-certified teachers teaching in high poverty schools is reduced from \$5,000 to \$2,500 during the 2010-11 school year. Future changes to the high poverty school bonus amount will be specified in the operating budget.

Inflation adjustments to the National Board base bonus amounts are subject to appropriations in the budget.

Persons receiving the National Board bonus are required to be in "instructional assignments" in a Washington public school. This would preclude principals who originally achieved National Board certification as a teacher from continuing to receive the bonus.

The statutory definition of a "high poverty school" is revised to align with language currently used in the operating budget. This clarifying language results in no change to current practice.

Appropriation: None.

Fiscal Note: Not requested.

Effective Date: The bill takes effect 90 days after adjournment of the session in which the bill is passed.

Staff Summary of Public Testimony:

(In support) None.

(Opposed) The Office of the Superintendent of Public Instruction (OSPI) is opposed to this bill. Through the use of the challenging school bonus, the state has seen an increase in National Board-certified teachers in high poverty schools from 14 percent prior to the creation of the bonus to 23 percent today. Many also serve schools with high English Language Learner populations. This bill would be a step backwards. Dan Goldhaber has published research indicating that National Board-certified teachers increases student achievement, and children from lower income families show the greatest gains. Right now, the OSPI is estimating that 495 schools qualify under the current definition of "challenging school." This year, the OSPI estimates 821 teachers will receive the bonus, and the figure could get larger.

The Washington Education Association (WEA) opposes this bill. This bill amounts to a disincentive, and disincentives work against good policy because they validate the cynics. This amounts to holding out a carrot as an incentive, then removing it when many have worked hard to achieve it. Additionally, the WEA believes the Race to the Top application will be harmed. The WEA would suggest two amendments. First, take out the wording "instructional assignment" because that will remove librarians and other educational staff associates who currently receive the bonus. Also, keep the bonus specified in statute in the future, rather than making it subject to appropriations in the budget. Keeping it in statute strengthens the incentive for teachers thinking about pursuing certification.

Teachers pursue certification for a variety of reasons. The financial incentive is one important reason, but teachers are also interested in the high quality professional development associated with the process. The OSPI estimates that there are approximately 2,100 current candidates for the National Board in the pipeline. Candidates can spend 200-400 hours of work to achieve this certification. Making these changes will probably reduce certification rates. These cuts will send the state backward. Please look at new revenue sources to preserve this important incentive.

The National Board certification bonuses have improved retention at certain schools. These incentives indirectly help defray the costs associated with teacher attrition because newer teachers engaged in the process tend to stay in-district. There is concern that these teachers will leave the district if these incentives are reduced.

Persons Testifying: (In support) None.

(Opposed) Michaela Miller, Office of Superintendent of Public Instruction; Randy Parr and Noah Zeichner, Washington Education Association; Katie Taylor, Center for Strengthening the Teaching Profession; and Julie Murray, Office of Financial Management.

Persons Signed In To Testify But Not Testifying: None.